Declassified and Approved For Release 2013/02/14 : CIA-RDP90-00530R000200260008-9

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CIA CHANGES IN LEAVE PROGRAM

SUMMARY: CIA is developing changes to provide greater leave benefits to staff in the areas of leave sharing and terminal leave.

These revisions will provide:

--leave sharing between husband and wife for the purpose of child care of children under one year of age.

--a broad leave sharing program which will be a modification of an expected law providing a general government leave sharing program.

--a new extended pre-retirement full-time job search program modeled after a Department of State program.

CONCLUSION: The pre-retirement job search program should be redesigned to more closely follow the State Department program. No panel action is currently needed on the other two changes; although the Panel may wish to endorse CIA flexibility to adapt government wide programs to specific organizational needs.

DETAILS: No current panel action is needed on the husband/wife leave sharing or broad leave sharing proposals. The HPSCI has indicated that it will not consider the husband/wife leave sharing proposal until the Panel report is received. The panel will be examining this as part of its compensation and benefits review at its September meeting. The broader leave sharing legislation has not yet been passed by either the House or Senate. Here again the Panel will be examining this at its September meeting.

In the briefing of SSCI staff member Battaglia on these changes, he asked that the Panel address the third proposed change, the pre-retirement job search program, in its September 1 report. HPSCI Staff Director Latimer expressed concern regarding uniform treatment of all IC agency personnel in this area.

Section 706 of the Foreign Service Act of 1980 authorizes the Secretary of State to provide professional career counseling, advice and placement assistance to Foreign Service members being separated for other than cause. Participants can travel at their own expense, though in duty status, for job interviews.

Priority for participation in this 90 day program is given to Foreign Service staff being involuntarily separated under the up or out provisions of the FS Act. These persons are generally in the 45-55 age range and have a economic need to continue full time employment. Civil service staff may participate in a 30 day program; however participation is very limited -- 10-12 persons a year -- because of the later retirement age of CS staff.

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Under the CIA proposal, employees retiring for the convenience of the government would be given priority consideration for the program. Employees retiring voluntarily would be eligible if there is space available and the individual has signed a retirement agreement.

Discussions with NSA and DIA officials indicate that while no such program is currently being considered at either agency, there would be interest in such a program if adopted by CIA.

The FBI has a one week pre-retirement program for retiring special agents. No paid time is provided for job hunting.

RECOMMENDATION: The CIA does not have a formal up or out program comparable to the Foreign Service. Also, the CIA program would give equal attention to individuals who have served their entire career in the US whereas the State Department program is designed to primarily assist persons who have spent a substantial portion of their career overseas. It is recommended that the CIA redesign this proposed program to be more closely patterned after the Department of State program and target persons who have been out of the U.S. for a substantial part of their career.

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